AMATE HOUSE DIVERSITY, NON-DISCRIMINATION AND HARASSMENT POLICY

(Adapted from CVN Materials)

Amate House respects and upholds the dignity of all persons regardless of the identities they hold. A part of being an Amate House fellow is discerning your own identities and how you interact with the world. We will continue to expand our conversations and programming around present day injustices and their ties to oppressive histories. We believe that creating a just and diverse environment is more than an ideal, but rather at the core of who we are as an organization. We welcome people of every race, religion, culture, gender identity, sexual orientation, economic status, and family composition. We celebrate all persons regardless of where they may be on their spiritual journey. We value persons of all faith traditions, those with no faith tradition, as well as those who are questioning and exploring. We work to be a community that follows Catholic Social Teaching, which upholds the life, dignity, and equality of all human beings.

Discrimination will not be tolerated. Anyone found to be engaging in any type of unlawful or harassing discrimination will be subject to disciplinary action, up to and including dismissal from Amate House.

Amate House will not tolerate harassment of any kind. Harassment includes threatening or insinuating that the refusal to submit to sexual advances will adversely affect workplace or community relationships. Harassment may also include conduct such as unwanted sexual flirtation or touches; abusive or degrading language; graphic or suggestive comments; or displaying inappropriate objects or pictures. Any member who believes that they have been subject to harassment of any kind, or who has knowledge about harassment of others, should report their harassment to an immediate supervisor, and/or Amate House staff in accordance with the grievance policy. Any member who is found to have engaged in harassment will be subject to appropriate discipline, up to and including dismissal from Amate House.